

MINUTES OF MEETING

AACON Retreat - 1.

Date : **Monday, June 27, 2011**

Venue :

Attendees: see attachment

Minutes Taken By : **ahufft**

Issues	By	Discussion	Decision	Responsibility
Welcome and Institutional Updates	Dr. Charlotte Price, Chair	<p>C. Price thanked the Program Planning Committee (Janie Health; April Reese, Joyce Johnson, Lisa Eichelberger). Introductions of members and acknowledgement of Vendors: Elsevier, ATI and Kaplan;</p> <p>Campus Updates: Charlotte Price (Augusta State University) transitioned from ASN to BSN this year; accreditation being reviewed this week. Planning for a new building. Anita Hufft (Valdosta State University) hosted a successful CCNE site visit in April; launching the Clinical Nurse Leader Program in Fall and collaborating with Georgia State and Georgia Health Sciences University on the advanced practice psychiatric/mental health nursing program. Announced Dr. Jean Temple, Associate Dean, passed away due to complications from cancer April 11, 2011. Currently VSU is accepting applications for Associate Dean position – all members are encouraged to send nominations. Also Anita is conducting research on the experience of manipulation; if anyone is willing to participate please contact her at ahufft@valdosta.edu. April Reese (Darton College); starting RN-BSN in fall; Five faculty currently enrolled in doctoral programs; 4 starting this fall!</p>		Information Only

	<p><u>Janie Health</u> (GHSU); 2 new programs – DNP acute care NP BSN entry or MSN entry starting this fall; Graduated first students from the accelerated acute care NP post NP program. Psychiatric collaboration between GHSU, VSU and GSU</p> <p><u>Sue Odom</u> (Clayton State); RN-MSN starts this year. Workforce Diversity; 4 faculty finished doctorates.</p> <p><u>Sheri Noviello</u> (Columbus State University). New to role; RN-BSN just revised with format online – 15 in first cohort (50 coming in next cohort). MSN program collaboration with Clayton State starts this fall. Proposal for GSWU to join collaboration.</p> <p><u>Sylvia Hay</u> (LaGrange College) BSN program and RN-BSN program continues – looking at accelerated program development.</p> <p><u>Lucy Marion</u> (GHSU) – A corporate model is being developed at a rapid pace by President Azziz.</p> <p><u>Cordia Starling</u> (Dalton State University). Recently re-accredited for 8 years. Proposal for RN-BSN has been submitted to be implemented spring of 2012.</p> <p><u>Teresa Teasley</u> – Georgia SW University – Completing second cohort for CNL in collaboration with GHSU; collaborating with Clayton State and Columbus State on MSN. New hospital and new nursing building to open next year.</p> <p><u>Donna Hodnicki</u> – Georgia Southern – new dean arrives in August. Dr. Jean Bartels is permanent Chair of College. Graduated first cohort of DNP in May.</p> <p><u>Paula Bryant</u> – Middle Georgia College – Division of Health Sciences has been dismantled – moved to Division of Science, Math and Engineering. Joanne Jackson has rotated to a student success role. Interim Provost in place; lost VP Student Services.</p> <p><u>Cece Grindel</u> (GSU). College of Health and Human Science is dissolving; nursing will be independent. Director</p>		
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	<p>Barbara Woodring (stepping down into a consultation role; will retire in December). RN-MSN program operational and doing well. MSN programs growing – 9 PHD graduates in 2011 and all stayed in Georgia.</p> <p><u>Sue Otto</u> – (Thomas University); Considering developing an RN-MSN program in near future. Study abroad and collaborative program in China.</p> <p><u>Linda Streit</u> (Georgia Baptist). Decreased undergrad and increasing graduate enrollments (over 100 graduate students). Student exchanges in Cambodia with medical and pharmacy students this past year. Bringing nursing to Macon campus in 2013. Accepted pre-nursing students on that campus. Students will have choice of Atlanta or Macon campus (will accept 35). Qualified students are guaranteed admission during sophomore year. PHD, DNP and FNP programs admitted full classes this past summer.</p> <p><u>Judy Malachowski</u> (GA College and State University Milledgeville) DNP program approved by GBON this year. This will be the third year admitting 12-14 students in residential learning committee – these students are guaranteed a spot in junior cohort if qualified.</p> <p><u>Joan Cranford</u> (Gordon College); new building this year with extensive simulated hospital setting. RN-BSN first class graduated.; 44 students admitted this summer. Ann Purvis will be replacing Joan as interim chair later this summer.</p> <p><u>Cheree Dickenson</u> (Bainbridge College). Just graduated 5th class; Having difficulty hiring enough faculty.</p> <p><u>Barbara Phillips</u> (Athens Technical College) converting from quarters to semester.</p> <p><u>Joyce Johnson</u> (Albany State University); developing a certification in forensic nursing. Held workshops for NP's this summer. Very active RN-BSN; RN-MSN.</p> <p><u>Sirena Fritz</u> – Macon State College – Becky Corvey will return as dean in nursing program this month. Graduated</p>		
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		<p>first pre-licensure BSN in May 2011. RN-BSN moving fully online or hybrid options.</p> <p><u>Rebecca Maddox</u> (Georgia Highlands). Just approved to become a state college and start the RN-BSN program to be implemented in 2013. Expanded LPN-RN; identifying clinical spaces (Wellstar will not be admitting ADN students). Conducting a dean search.</p> <p><u>Elaine Taylor</u> (North Georgia College and University) new department head. Toni Barnett – significant growth. Honduras study abroad this past year. Transition courses developed for second degree students (after ASN and then enter masters track). First time interviews used for NP admissions (over 80 applicants this year).</p> <p><u>Cleta Welborn</u> (Brenau) just completed DNP proposal and substantive change report for SACS. FNP program expanding and has wait list for first time. Expansion of physical facilities for simulation. Changing from department to School of Nursing.</p> <p><u>Marcia Lewis</u> (Emory) (Dr. McCauley couldn't be here). 15 new faculty coming in fall. 50% of second degree students are entering in MSN program. Accelerated ASN-BSN-MSN program inaugurated this year. 5 week immersion community course in various settings, including Migrant Farmworker clinic in Moultrie. Revising BSN and MSN curricula. Small PHD program includes (BSN-PHD/NP).</p> <p><u>Denise Roberts</u> (Shorter University in Rome GA new program); Students have required study abroad including Bulgaria and London.</p> <p><u>Kathryn Gram</u> (West GA College). BSN includes a PT option. RN-BSN had over 200 applicants. Partnership with Wellstar for MSN CNL program. New building approved. \$2 million gift from Noonan Hospital for faculty development and expansion programs.</p> <p><u>Tommie Helms</u> (Kennesaw State). All programs maxed out</p>		
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		<p>at this time. Study abroad programs continuing and expanding. Need more faculty.</p> <p><u>Melissa Peacock</u> –(South Georgia College) – working on RN-BSN program proposal.</p> <p><u>Patty Kraft</u> (College of Coastal Georgia). Moved to new building in January. NLNAC site visit in February; RN-BSN moving to 100% online.</p> <p><u>Helen Taggart</u> (Armstrong Atlantic); major changes in Higher Administration across the campus.</p> <p><u>Lisa Eichelberger</u> (Clayton State) sixth year of collaborative with GHSU DNP collaborative – their largest partner. Study abroad program to Guatemala and program to South Dakota (Indian Reservation); Exploring a partnership with Georgia Perimeter.</p> <p><u>Diane White</u> (Georgia Perimeter); accreditation visit NLNAC in fall 2010. Retiring faculty; pool of new applicants has been robust. Has received support for faculty in doctoral study. Through external funding has director for mentoring program (some online/virtual). Two faculty supported by ICAPP funding will join faculty next year. SACS coming up in 2013; focusing on collaborations with other disciplines. Starting a student health outreach program.</p>		
USG/ Workforce Report	Mr. Ben Robinson	<p>(See attachment: “<i>Concerns with Nursing Education</i>”). Presentation focused on USG response to nursing workforce needs in Georgia through increasing capacity and productivity among nursing programs in Georgia. Growth of technical College System a significant factor in nursing education in state. There has been a 32% increase in pre-licensure students in state since 2006. The quality of education (measured by NCLEX passage rates) exceeds national averages. Meeting the demand for nursing education has improved also. There are still waiting lists; our major challenges impacting retention of capacity are 1)</p>		

		<p>faculty and 2) clinical placement sites.</p> <p>50% drop in occupied hospital beds per nursing students 2000-2008. Loss of faculty equates to loss of capacity to teach. Preserving the capacity we have built is a major concern. Competition for resources by private and for-profit programs is a major factor.</p> <p>We need more doctorally prepared faculty; we need to address impending retirements of faculty in Georgia. Nursing faculty have unique attributes that are not mirrored in other health disciplines (we are older, 63% have masters degrees rather than doctoral degrees; time to degree is longer; demands of academy is incongruent with preparation of most faculty; more mobility among nursing faculty in and out of other roles)</p> <p>There is a faculty salary gap of about \$20,000 – this topic needs to occur within each institution.</p> <ul style="list-style-type: none"> - How do nursing faculty compare to others on campus? - How many nursing faculty can we document we lose to salary issues? - How many faculty positions can we not fill due to salary issues? - What will the market bear? <p>*we need to rethink the nursing faculty role</p>		
AACON General Business:				
• Treasurer	April Reese	See attachment, “ <i>AACON Treasurer’s Report</i> ” dated June 27, 2011. Current balance \$5872.09. Current retreat expenses will be paid out of August State account and		

		then remaining monies will be transferred to Darton.		
• Faculty Committee	Price/Huftt	The Academic Common Market proposal has not updates at this time. BOR liaison is working on feedback.		
• Curriculum Committee	Kathryn Grams	<ul style="list-style-type: none"> • Educational Outcomes – Area F outcomes are attached to the program packet. • PLA/Crosswalk – Prior Learning Assessment – do we want to identify a common set of standards to include nursing programs for inclusion in the PLA model? A discussion on PLA included issues related to 1) differences in philosophy, credit requirements and programs across the system; 2) 	Members should review the attachment in meeting handouts and be ready to discuss on Tuesday.	All AACON members
• CNO Dialog/IOM	Eichelberger Denise Flook	<p>IOM Future of Nursing Report – Georgia Action Plan Guests included Debbie Hackman, Georgia Nurses Association; Debbie Hatmaker, Georgia Nurses Association; Margaret Cowart, Tift Regional Medical Center; Denise Flook, Georgia Hospital Association; Julia Gould, Georgia Board of Nursing; Joan Wessman, University Health Care System in Augusta; Stuart Downs, Georgia Organization of Nurse Leaders and Tenet Healthcare; Tamara King, Shepherd Center; Mary Lou Wesley, Wellstar; Jim Cleghorn, Georgia Board of Nursing.</p> <p>See attachments: “The Future of Nursing: Leading Change, Advancing Health”, “The Future of Nursing Leading Change, Advancing Health, Campaign for Action in Georgia”, “Post Summit Report Briefs: Georgia Nursing Summit”</p> <p>A review of the IOM Report and recommendations was</p>	The issue of meeting jointly with the GONL was referred for review for June 2012	AACON Program Committee

		<p>presented. The National Summit on Advancing Health through Nursing was summarized. National and state level planning was initiated.</p> <ul style="list-style-type: none"> - Need definition of collaborative practice vs. independent practice - Expand Medicare coverage for APRN's - Standardize titles - Define and advance teamwork competencies - Expanded leadership roles for nursing; promotion of entrepreneurship - Academic/service partnerships to provide credit for residency programs - Developing data to support teaching/learning strategies, incentives for RN-BSN programs, evidence for student ratios - The need for better data, systematic approach to data collection was emphasized <p>Georgia Initiatives</p> <ul style="list-style-type: none"> - Nursing Summit (see attachment – Report Brief 2.4.2011 Summit – Working Brief) <ul style="list-style-type: none"> o We need more non-nurse champions/groups to support our work o Winifred Quinn (lobbyist for AARP) is willing to come to Georgia to work with us - Regional Action Coalition Application to RWJ submitted but not funded - Committee for Action leadership participated in advocacy training in Washington - Leadership Committee formed Georgia Nursing Leadership coalition (GNLC) – applying for a third application for Georgia to become an Action Coalition. - Judy Woodruff from Northwest Health Foundation in Oregon consulted with GNLC to 		
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		<p>develop an action plan for GA</p> <ul style="list-style-type: none"> - Attended the GHASCHA Nursing Leadership Institute at Hilton Head June 6 - Asked 8 congressmen and staffers to identify community partners (Congressman Lewis will be present at GNA convention in October) <p>Priorities were discussed to move us toward priorities that directly involve education and education/service partnerships, along with leadership development. Potential barriers were explored.</p> <ul style="list-style-type: none"> - Grady - made presentation to medical exec. Committee (Emory and Moorehouse); IOM presented in newsletter in March 2011; meeting with Chairman of the Board on June 28, 2011; meeting scheduled with Fulton and Dekalb hospital authority; set up a database based on national sample survey to describe nurses and nursing practice; residency program being expanded and increasing scholarship funds for nurses to advance education. - AACON members broke up into small groups to generate feedback on Nursing Summit recommendations. <ul style="list-style-type: none"> o Scope of practice – need to know our culture (as south of Macon is quite different culture than north of Macon); need to break down barriers in terms of preferential treatment for PA’s vs. NP’s; o Education/Residency – incentives for education – mandatory certification (Shepherd Center) for advancement and retention of position (reimbursement for exam, free certification review course); incentives by comparison of NQNDI data among units. College credit for part of 		
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		<p>residency programs needs funding; need state-wide model for requirements and competencies; Vermont model being reviewed in state; partnerships with educational institutions can provide some of residency components.</p> <ul style="list-style-type: none"> ○ Education – need to incentivize movement from ASN to BSN to MSN. ○ Need for doctorally prepared nursing faculty; North Fulton reported what they are doing – talk to senior team to help them understand and support nursing. Speak to groups to educate; need to improve relationships between CNO’s and CEO’s - develop strategies to assist others; this needs to be a priority. Relationships with CMO’s is an important factor. All directors be masters prepared. All LPN’s be enrolled in an RN program – take a firm stand. Know where you are – how many of practicing nurses are BSN prepared then partner with a university to get staff educated. Need organizational support for continued education, tuition support. ○ Leading Change – students and nurses need opportunities to develop leadership competencies and to practice leadership in practice setting. Need to increase comfort of nurses in contacting legislators to change legislation. Need a toolkit for legislation (GNA has resources for members); we need something on the web for all nurses – share expertise and strategies. Role models among nursing 		
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		<p>faculty and nursing staffs who are members of their professional organizations.</p> <ul style="list-style-type: none"> ○ Advancing education of nurses (including CEU's). Quality and monitoring of CEU's was discussed. We need to foster the need for nurses to continue their education and professional development. Need to maintain supportive relationships with ADN programs while increasing the number of BSN students in limited clinical placements. Need incentives for nurses to return to school for higher education. Need more emphasis on "next degree". Expand information on "bottom line" ○ Increase doctoral degree nurses by 2020. Need models that either pay for students to not work while in doctoral programs or balance work and school. Explore ways to increase support for doctoral education. ○ Data – a data collection tool needs to be implemented. National Workforce model used and has been sent to Executive Committee. ○ DEU's – Dalton has developed two units in a hospital – use part time clinical faculty to staff the units in the hospital – researching impact on patient outcomes. Specially trained hospital staff serve as facilitators. Students on DEU's have been doing better in class. Another incentive for advancing education is magnet standards (educational levels for direct care nurses is being reviewed and revised). Emory has several DEU's (one unit with 		
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		<p>new students has a 1:2 ratio of staff to student (staffed only with BSN prepared nurses). Staff report they enjoy students more and are more interested in continuing their development. Students and staff working on quality and safety initiatives. GHSU has DEU with VA – very successful. They dedicate a CNL to serve as a clinical instructor. Employment of graduates is enhanced. One DEU is located in a state mental health facility. A psych faculty placed as interim CNO to assist in transition. DEU will be used not only for GHSU students but for the institution’s new hires.</p> <ul style="list-style-type: none"> - Specific strategies for AACON to collaborate with practice partners were discussed. One productive model is scheduled leadership meetings and regional collaboratives between service and academic leaders. Currently GONL (Georgia Organization of Nurse Leaders) meet every June in partnership with SCONE (South Carolina) for nurse institute in Hilton Head. We might possibly be able to partner with them. <p>Barriers to collaboration and issues of trust between the GBON, the GHA and other nursing constituencies were discussed. The history of the moratorium on new nursing programs was presented as an example of history that has created barriers to collaboration. The need for regular, collaborative meetings was identified as essential for improved communications and successful problem-solving. The IOM can become the focus of the work we can do to move nursing forward in Georgia.</p>		
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<ul style="list-style-type: none"> • GHA Updates 	Denise Flook	<ul style="list-style-type: none"> - Clinical placements have been an issue for GHA; StudentMax system was initiated at Augusta and Gordon – the platform had problems in that it was built for the Washington/Oregon area and as more systems came on board the system could not handle the traffic. They are committed to revamping the program to bring it up to current needs. Augusta is staying with the system but other areas are not coming on board yet. Met with Atlanta group and they decided to wait. In the meantime the issue of credentialing emerged as a priority issue. <ul style="list-style-type: none"> o There are several electronic systems that are being reviewed – this is a current initiative that needs educator review. We need to find out who is using what. o GHA communicated that it is important for CNO’s to make sure managers understand that placing students is a priority and they need to be committed. o GHA is willing to facilitate meetings between educators and service to identify systems we might all use. o WE need to request a subgroup of GONL and GHA and 		
<ul style="list-style-type: none"> • GBON Updates 	Julia Gould	<p>Updates from the Georgia Board of Nursing included:</p> <ul style="list-style-type: none"> - Current Georgia Board of Nursing Members are: Anita Hufft, Jan Flynn (Chair), Barry Cranfill, Ashley Barnett, Mary Chatman, Cassandra Davis, Katherine Mann, Nancy Robinson. Staff include: Jim Cleghorn (executive director), Gwen Dodson (Admin. Asst.), Janet Jackson (Assist. Attorney General); Adrienne Price (Legal Nursing Consultant); Julie Fisher (Staff Attorney). There are 11 staff members, Katrina martin practice consultant price legal and discipline (check 		

		<p>others)</p> <ul style="list-style-type: none"> - Numbers of nursing programs <ul style="list-style-type: none"> o 2006 39 nursing programs in the state <ul style="list-style-type: none"> ▪ Some were RN-BSN only o 50 programs in the state today (3 more for fall) <ul style="list-style-type: none"> ▪ ASN 22 ▪ Pre-licensure BSN 23 ▪ RN-BSN – 3 new - 31 USG - Tech 9 - Private nonprofit 7 - Proprietary – 3 - Anticipating another 3 programs. <p>Emerging issues</p> <ul style="list-style-type: none"> - Conversion of technical colleges from quarters to semesters - Tighter clinical practice sites - 2 year colleges have expanded authority/mission to offer BSN <p>NCLEX – applications successfully launched online last year</p> <ul style="list-style-type: none"> - Criminal background checks are required for NCLEX and for licensure - GCIC and FBI records used to verify responses <p>License can be issued in 48 hours if no complications. Repeat NCLX writers may rewrite in 45 days. The ratio of faculty to students was clarified: 1 full time faculty is required for every 20 enrolled students. License renewal data questionnaire is not mandatory; GBON has not been successful in requiring for licensure due to ruling by Secretary of State.</p>		
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		<ul style="list-style-type: none"> - There are still significant problems with availability of clinical placements due to growing numbers of nursing and allied health students, including out of state placements. - Some ADN programs are being notified their students are not placed in some settings. Maternal and child placements and placements with preceptors are harder to find. The impact of electronic documentation and medication administration can be a barrier to student placements. - Education Committee of the GBON asked that nursing education and nursing service meet to solve problems related to clinical placements. 		
<ul style="list-style-type: none"> • GNA Updates 	Debbie Hatmaker	<ul style="list-style-type: none"> - Legislative session; acknowledge Judy Malachowski for her role in legislative <ul style="list-style-type: none"> o Very busy session for nursing; the need to pull nursing groups together to discuss legislation was emphasized. o Nurse title protection was enacted; the term “nurse” was specifically protected o APRN’s gained right to sign o Reduction in spending for school nurses o Role of medication aid defined - 2012 want to work with everyone before legislative session begins; GNA wants to collaborate with GBON in looking at practice issues - Legislation passed rules to allow approval of licensure of persons graduating from schools that do not have specialty or regional accreditation. - Consider a call to nursing educators to post tools to develop leadership among students and nurses in Georgia - Thursday, January 26, 2012 – Legislative Day in Atlanta 		

		<ul style="list-style-type: none"> - Membership options: <ul style="list-style-type: none"> o Geographical-related groups o Specialty interest groups – hospitals, informatics (meets virtually); NFL (Nursing future leaders chapter – focuses on nurses who want to develop leadership potential – discounted membership for BSN or Graduate students who are RN’s) – this is fastest growing chapter (added 40 members in past month). Developing webinars around leadership and advocacy. These are open to students and faculty - Convention is scheduled: 1.5 days development and 1 day for business (October 19-21, 2011). Karen Draper, National Director of Magnet Programs will be keynote speaker. Shared governance, EBP, transformational leadership, IOM updates, etc. will be presented. Options for reserved tables for alumni for schools will be available. Representative John Lewis will be recognized and presented an award. 		
Wrap up		Agenda items for Tuesday were reviewed in preparation for second day of meeting.		Charlotte Price
		Meeting adjourned at 4:45 PM		